

POISED TO ENTER ANOTHER YEAR OF INNOVATION

2011 Annual Report

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Lieutenant Mike Lee Manager

Sergeant Marco Loera Administration/Investigations

Sergeant Patrick Plourde CIRT/Database/CCSI

Sergeant Joe Ramirez CIRT

Sergeant Stephen Wick Homeless Outreach Team

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Goals	

- Senator Pete Domenici

[&]quot;...there are more people who are housed in jails that have a mental illness than there are facilities with trained help that were built to take care of them. By virtue of the fact that nobody else is going to do it, most police departments know that they're going to have them in their custody so they now train police in how to deal with the mentally ill. But it's all makeshift compared with what was intended when the Kennedy commitment was made way back yonder when he said let's open up these dungeons, where we had the mentally ill housed like beasts, and let the country build local facilities to treat them. America still hasn't faced up to it."

"This is the essence of community policing."





CHARLES A. MCCLELLAND, JR. CHIEF OF POLICE

"The success of a police department is commensurate with its level of involvement in the community. The Mental Health Unit (MHU) exemplifies this precept. The very successful programs of the MHU, which have become national models, are a direct result of the unit's collaboration with our mental health partners in Houston and Harris County. The MHU stands as an example of what can be accomplished when members of our agency form practical partnerships designed to enhance the quality of service provided to our customers."



TIMOTHY N. OETTMEIER
EXECUTIVE ASSISTANT CHIEF OF POLICE
SUPPORT OPERATIONS

2011ANNUALREPORT

YEAR IN REVIEW

2011 was a very busy and a very productive year. The following is a summary of the year's goals:

- Harris County Sheriff's Office (HCSO) CIRT Collaboration. This historic collaboration occurred in October when an inter-local agreement was approved by the Harris County Commissioner's Court and Houston City Council. Three full-time HCSO units joined our ten full-time units providing coverage throughout the entire Harris County area. The HCSO units have been very busy and very successful. Sheriff Garcia is so pleased he already wants to expand the program.
- Expansion/Change of HPD CIRT. We added a sergeant in January, added one full-time unit and started routing all CIT calls through the detective "mike" at HEC.
- A Significant Expansion of our CIT Training. This was accomplished with the Department of Justice (DOJ) designating Houston as one of six national learning sites for specialized policing responses for responding to the mentally ill. Through the DOJ, Houston trained 176 personnel from 41 criminal justice/mental health agencies across the state in 2011. Additionally, we trained 3,560 personnel within the department during 2011.



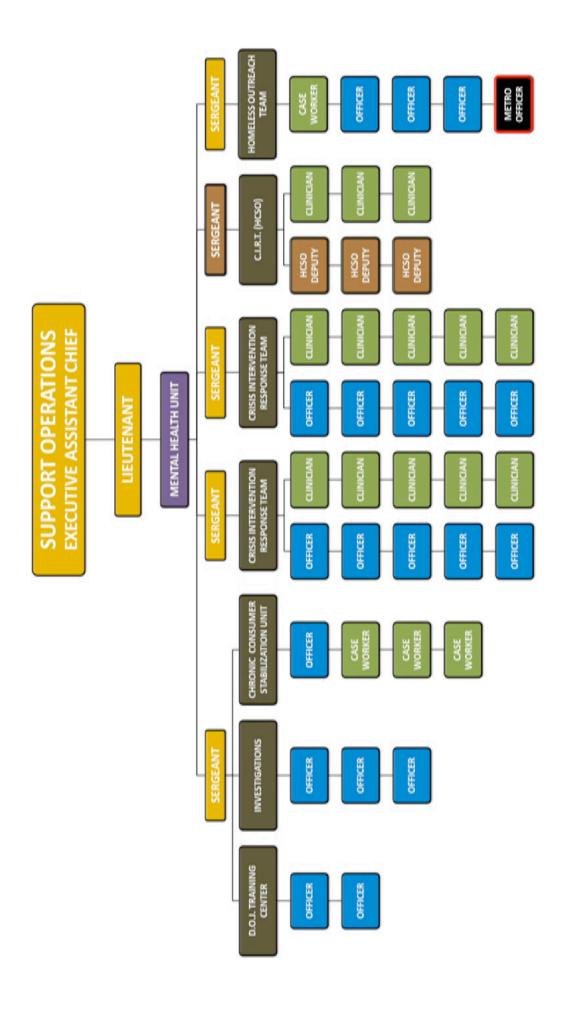
Lieutenant Mike Lee Manager Mental Health Unit

- Expansion of our Chronic Consumer Stabilization Initiative (CCSI). This was accomplished with the addition of a part-time technician, made possible by a generous grant from the Simmons Foundation. This position has resulted in the addition of ten consumers to the CCSI caseload and gives the case managers more time to work with their clients.
- Revision of General Order 500-12. Our revision is complete; however, the general order has not yet been released.
- City Ordinance to Regulate Group Homes/Assisted Living Facilities for the Mentally III. Significant progress has been made on this issue. An ordinance has been drafted and we anticipate passage in 2012.
- MHMRA/HPD Tele-counselor Program. This proposal has been put on hold due to cost. The initial cost to the department is \$550,000.00.
- State Legislation to Address the Confiscation of Weapons From Individuals in Mental Health Crises. We are compiling information, drafting legislation and working with sponsors for the next legislative session.

In addition to the goals listed above, considerable work was done on the opening of a Sobering Center for Houston/Harris County.

Finally, personnel in the unit were very active presenting at several professional conferences, including the following: CIT International Conference, TCLEOSE Training Coordinator's Conference, Louisiana State CIT Conference, American Association of Suicidology and the Center for Problem-Oriented Policing.

ORGANIZATIONAL CHART - DECEMBER 2011





MENTAL HEALTH UNIT - DECEMBER 2011

Mission

To provide a more professional and humane response to individuals in serious mental health crises.

Purpose

To develop and oversee the department's multi-faceted strategies for responding to individuals in serious mental health crises and to provide guidance in the area of policy and procedures.



MENTAL HEALTH UNIT MANAGEMENT

DECEMBER 2011

(left to right) Sergeant Patrick Plourde, Crisis Intervention Response Team/Chronic Consumer Stabilization Program/Database; Sergeant Joseph Ramirez, Crisis Intervention Response Team; Lieutenant Mike Lee, Unit Manager; Sergeant Stephen Wick, Homeless Outreach Team; Sergeant Marco Loera, Administration/Investigations/Firearms.

PERSONNEL BY SQUAD DECEMBER 2011



CRISIS INTERVENTION RESPONSE TEAM



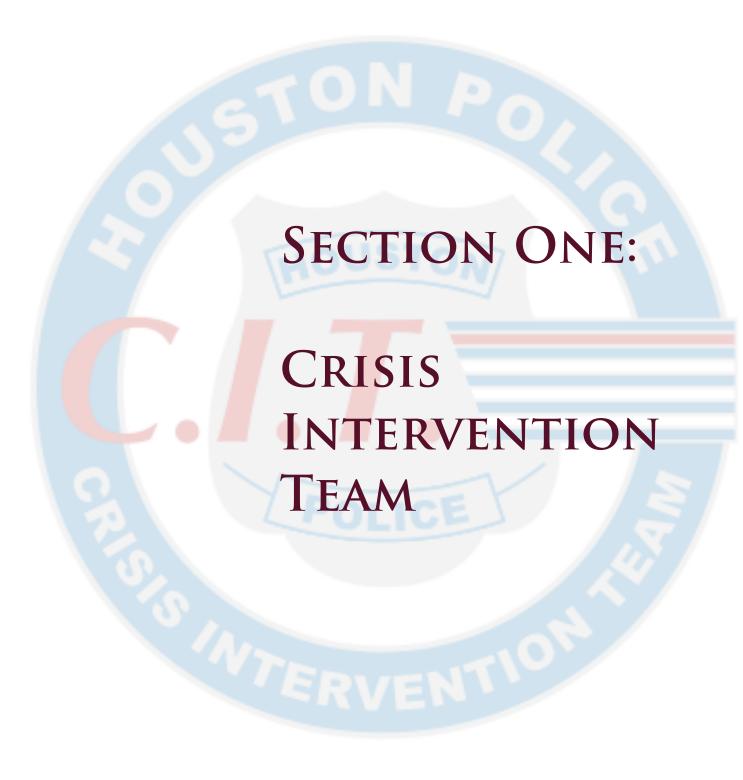
ADMINISTRATION/INVESTIGATIONS



HOMELESS OUTREACH TEAM



Training





Crisis Intervention TeamA history of the program

MULTI-AGENCY WORKGROUP

Mental Health America of Greater Houston, under the direction of Executive Director Betsy Schwartz, formed a multi-agency workgroup in 1998 to look at the barriers to responding to the mentally ill in Harris County. The committee decided the primary issue to address was law enforcement's response to individuals in serious mental health crises. The committee worked to develop a Crisis Intervention Team (CIT) program for the Houston Police Department.

PILOT PROGRAM

The chief of the Houston Police Department, C. O. "Brad" Bradford, approved a request by Ms. Schwartz to pilot a CIT program in the Houston Police Department. The proposal was to pilot a program, based on the Albuquerque

(NM) Police Department, in one patrol division for one year. The pilot started in July 1999 in the Central Patrol Division with 63 CIT officers. The pilot was so successful that, after six months, the chief ordered the program be implemented in all patrol divisions.

DEPARTMENT-WIDE IMPLEMENTATION

Department-wide implementation started in March 2000. By June, 213 patrol officers had received the 40-hour CIT class. By January 2001, approximately 700 officers (25% of the patrol force) had received CIT training, making Houston's CIT program the largest in the nation. Currently, there are 1,863 CIT officers on the department.

The first of
the department's response
strategies for
dealing with
the mentally
ill.

Crisis Intervention Team A history (continued)

CIT COORDINATOR

Chief Bradford approved the position of full-time CIT Coordinator in 2001 to oversee the program.

ADMINISTRATIVE UNIT FORMED

Chief of Police Harold L. Hurtt approved the formation of a CIT administrative unit in August 2006. The unit was comprised of one lieutenant, three officers and one parttime civilian administrative assistant. The unit reported directly to the executive assistant chief over patrol operations.



CIT Administrative Unit 2007

FORMATION OF MENTAL HEALTH UNIT

Chief Hurtt approved the formation of the Mental Health Unit in 2007. The unit oversaw the multi-faceted, comprehensive program for responding to individuals in serious mental health crises that were developed since the administrative unit was formed in 2006. The Mental Health Unit encompassed training, media, investigations, data collection and a Crisis Intervention Response Team pilot program.



Mental Health Unit 2009



Mental Health Unit 2011

Crisis Intervention Team CIT Officer-of-the-Quarter

In an effort to recognize exemplary performance of CIT officers in the field, the Mental Health Unit implemented a CIT Officer-of-the-Quarter award in 2011. The award is in partnership with the National Alliance on Mental Illness (NAMI) Metropolitan Houston.



(Left) Officer Adrian Lopez, of the Eastside Patrol Division, received the first CIT Officer-of-the-Quarter award in May 2011. Officer Lopez did an exemplary job talking a psychotic and suicidal male out of committing suicide. Officer Lopez is presented with the award by Jinneh Dyson, Executive Director, NAMI Metropolitan Houston.



(Above) Senior Officer Randy Crowder, of the Northeast Patrol Division, received the second CIT Officer-of-the-Quarter award in July 2011. Officer Crowder has responded to numerous CIT calls over the years. One such call involved a 15-year-old with schizoaffective disorder who would go into rages. Officer Crowder was the only person who could calm the adolescent down and worked with the family and school counselors to help the adolescent academically. Officer Crowder is presented with the award by Jinneh Dyson, Executive Director, NAMI Metropolitan Houston.



(Above) Senior Officer Gary Hicks, of the Southeast Patrol Division, received the CIT Officer-of-the-Quarter award in December 2011. Officer Hicks is a part-time CIRT officer, volunteers to facilitate CIT role plays for cadets and has been a CIT officer since 2000. One example of Officer Hicks' dedication to helping people is his intervention with a troubled high school student who was failing her classes. The student's parents could not "connect" with their daughter and were very concerned for her future. The police responded to an incident involving this student and Officer Hicks "connected" with her and turned her life around. The parents refer to Officer Hicks as "the angel who saved our daughter." The daughter went on to graduate with honors from college. Officer Hicks is presented with the award by Jinneh Dyson, Executive Director, NAMI Metropolitan Houston.

(Right) Senior Officer Dave Walker, of the Northwest Patrol Division, received the third CIT Officer-of-the-Quarter award in October 2011. Officer Walker was one of the first CIT officers on our department and is one of our best. He has served as a role player, class facilitator, and has had the news media ride with him on several occasions. Officer Walker has responded to numerous CIT calls over the years.



Senior Officer

Alfonso Esco-

bedo saved the

life of a man

attempting to

commit sui-

cide.



CIT Officer of the Year 2011

Senior Police Officer Alfonso Escobedo, of the Central Patrol Division, received the Crisis Intervention Team (CIT) Officer of the Year Award Monday, May 16, 2011, during the department's National Police Week Awards Ceremony held at Landry's Downtown Aquarium Restaurant. Officer Escobedo received the award for saving the life of a man who was trying to commit suicide.

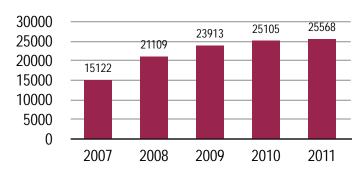
Officer Escobedo was dispatched to a Suicide in Progress/Weapon call at a cemetery. A citizen reported seeing a man armed with a butcher knife sitting near a grave.

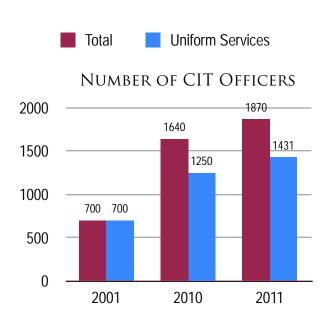
Officers arrived at the scene to assist Officer Escobedo. The officers began to talk to the distraught man who was threatening to kill himself. The man turned slightly towards the officers and pulled the butcher knife and began stabbing himself in the arm. The officers ordered the man to stop and to place the knife on the ground. The man ignored the officers' commands and began stabbing himself in the neck.

Officer Escobedo deployed his taser and disabled the man. The man was transported to the hospital for treatment of his injuries and for psychological evaluation.

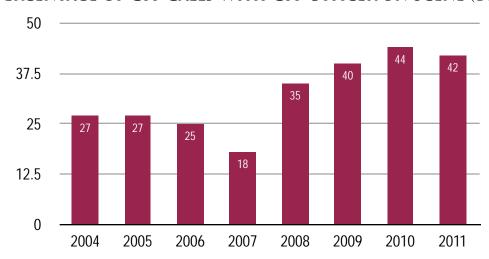
Crisis Intervention Team Statistics

CIT CALLS-FOR-SERVICE BY YEAR





PERCENTAGE OF CIT CALLS WITH CIT OFFICER ON SCENE (BY YEAR)



COMMUNITYPARTNERS



HARRIS COUNTY JUDGE ED EMMETT

"Law enforcement officers in Houston and Harris County often provide the first response to the needs of our residents with mental disabilities. I am proud that their enhanced crisis training enables them to treat mentally ill and disabled people with dignity and respect while also protecting the public. This training is essential in diverting people away from jail and into cost-effective mental health services."

SECTION TWO: CRISIS INTERVENTION RESPONSE TEAM



A Historic Collaboration

A one-of-a-kind agreement
between the
Harris County
Sheriff's Office
and Houston
Police Department.

A press conference was held on October 27, 2011, to announce a joint Harris County Sheriff's Office/Houston Police Department Crisis Intervention Response Team (CIRT) that will serve the entire Houston/Harris County region.

The inter-local agreement was approved by Harris County Commissioner's Court and Houston City Council and allows the Harris County Sheriff's Office to join with HPD and MHMRA's already existing CIRT program.

The joint approach will allow resources to be combined throughout the city and county in an effort to reach the needs of citizens struggling with serious mental health problems throughout the entire Harris County area.

The members of the joint Crisis Intervention Response Team attended the press conference along with Harris County Judge Ed Emmett, Houston Mayor Annise Parker, Harris County Sheriff Adrian Garcia and HPD Executive Assistant Chief Kirk Munden. Since its inception in May 2008, the Crisis Intervention Response Team has responded to over 14,000 CIT calls and has filed over 4,600 emergency detention orders. Less than 1 percent of these crisis situations have resulted in an arrest.

The clinicians
are integral to
the Crisis Intervention Response Team.
An example of
true collaboration between
the Houston
Police Department and
MHMRA.



Clinicians make CIRT a unique program The only program of its type in Texas

A primary reason for the success of Houston's programs to respond to individuals in serious mental health crises is the collaboration that exists between the department and the mental health professionals in Houston/Harris County. The department has worked hard to establish these relationships and continues to work hard to maintain and strengthen them. The CIRT program is a prime example of this valuable collaboration.

The clinicians who ride with our CIRT officers are provided through the Mental Health Mental Retardation Authority of Harris County, our primary partner. Each clinician is a masters-level licensed professional counselor. Each has a wealth of experience.

The clinicians make CIRT a unique and effective program. In addition to their knowledge of mental illness and counseling experience, the clinicians have direct access to consumers in the MHMRA and Harris County Hospital District

systems. This information is invaluable when responding to consumers in serious crises. The clinicians have information regarding diagnoses, history, medications, hospitalizations, etc. This information is very beneficial when trying to deescalate the crisis and determine the most appropriate course of action for the consumer in crisis.

The Houston Police Department has hosted site visits from law enforcement agencies across the nation who visit to study Houston's programs to respond to the mentally ill. Many say the program they are most intrigued by and interested in is the CIRT program.

Houston is the only law enforcement agency in Texas with a CIRT program and one of a few nationally.

CIRT Supervisors



SERGEANT JOE RAMIREZ (LEFT) AND SERGEANT PAT PLOURDE



Sergeant Donnie Williams (left) and Lieutenant Robert Henry

MAYORALSUPPORT

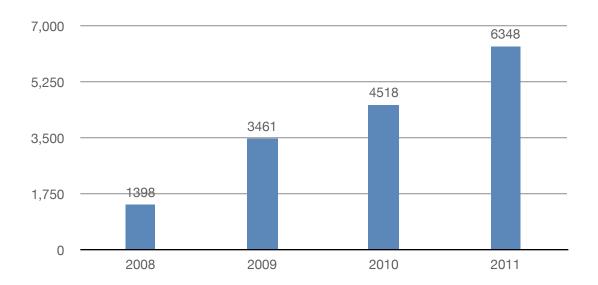
"A collaborative effort to help residents of both Houston and Harris County is long overdue. This one-of-a-kind agreement will help improve our service to the community during emergency situations. We are once again paving the way to a more efficient, commonsense approach that other cities can emulate."



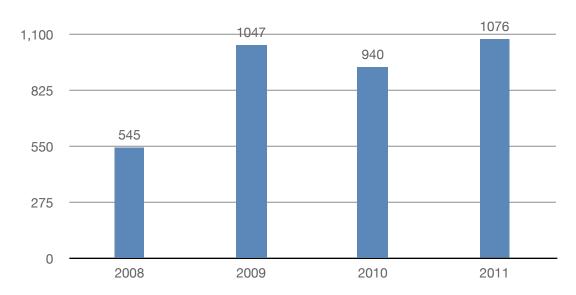
HOUSTON MAYOR ANNISE PARKER

CIRT CALLS-FOR-SERVICE

(by year)

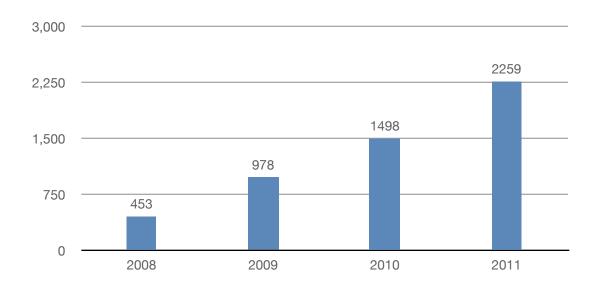


ON-VIEW INVESTIGATIONS

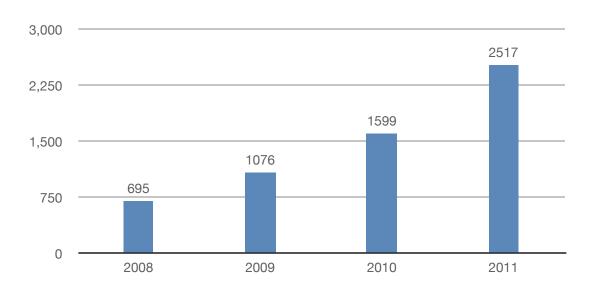


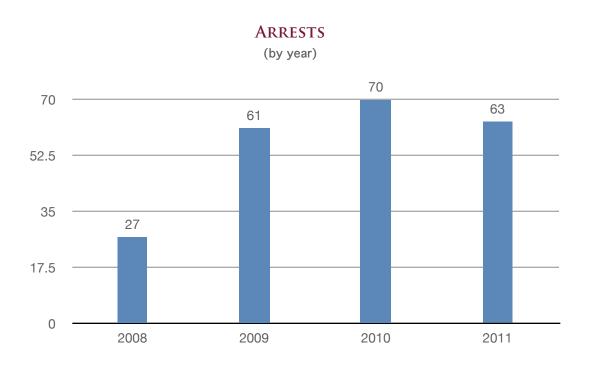
EMERGENCY DETENTION ORDERS

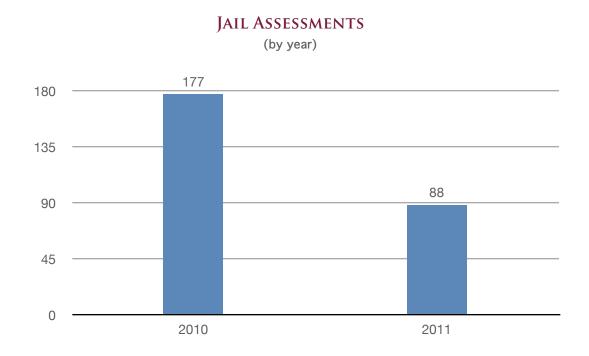
(by year)



OFFENSE REPORTS

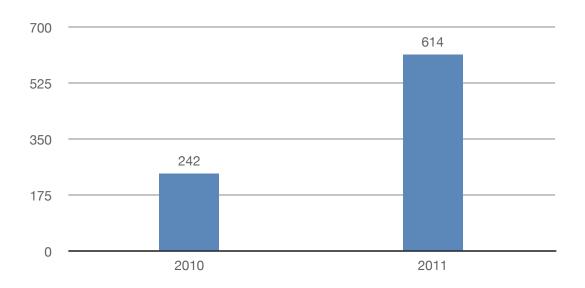






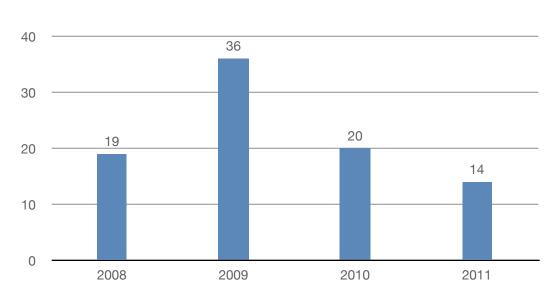
JAIL DIVERSIONS

(by year)



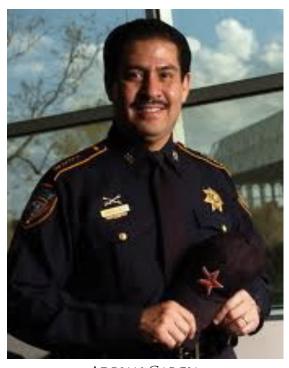
SWAT SCENES

(by year)



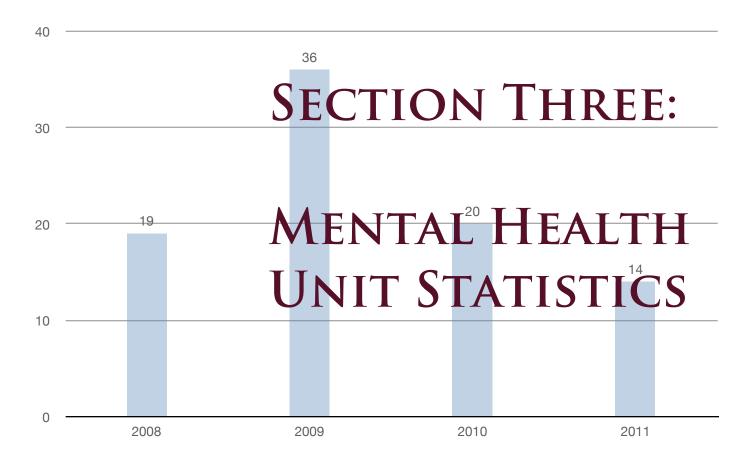
Note: CIRT responds to all SWAT scenes as a resource

COMMUNITYPARTNERS



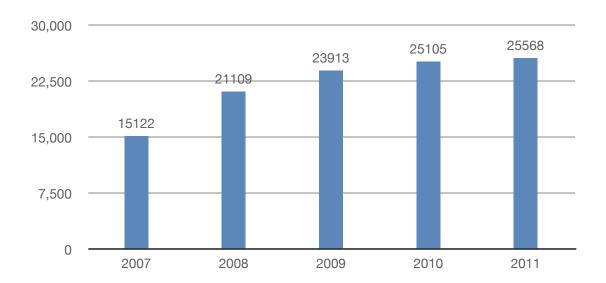
ADRIAN GARCIA HARRIS COUNTY SHERIFF

"At the Harris County Sheriff's Office, we are so proud to be part of a program that includes collaboration, crime-fighting, compassion and costeffectiveness. Working with HPD and MHMRA, we have expanded the Crisis Intervention Response Team program to the unincorporated areas of the county, where the population is expected to be as large as Houston by 2018. The program, pioneered by HPD, leverages our shared resources to get better results for the criminal justice system, the taxpayers and the mentally ill. I can't think of a better endeavor."

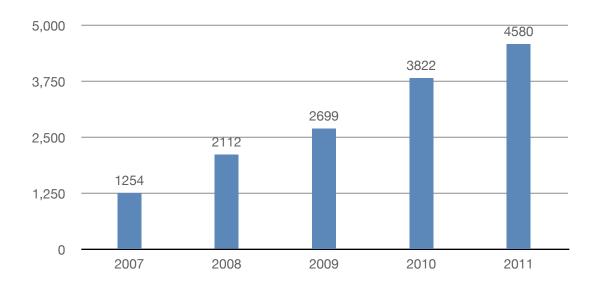


CIT CALLS-FOR-SERVICE

(by year)

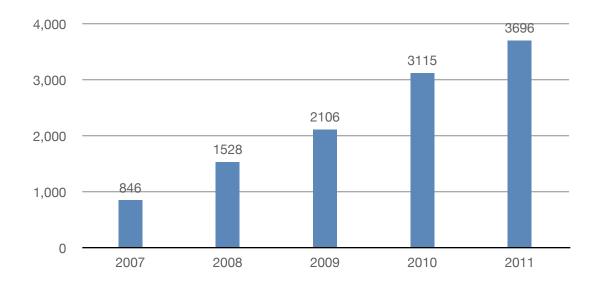


MALE CONSUMERS

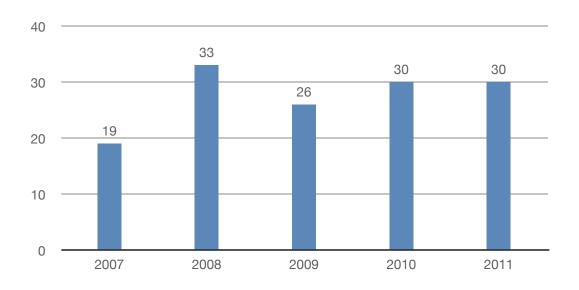


FEMALE CONSUMERS

(by year)

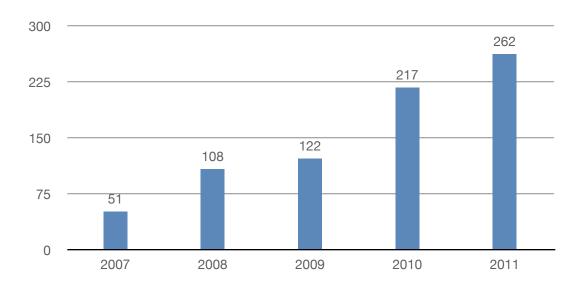


TASER INCIDENTS

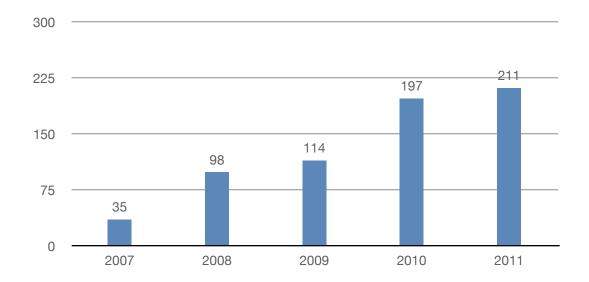


JUVENILE MALES

(by year)

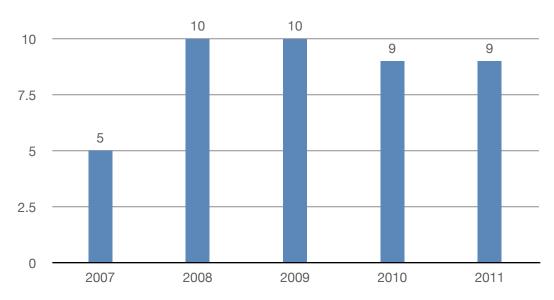


JUVENILE FEMALES

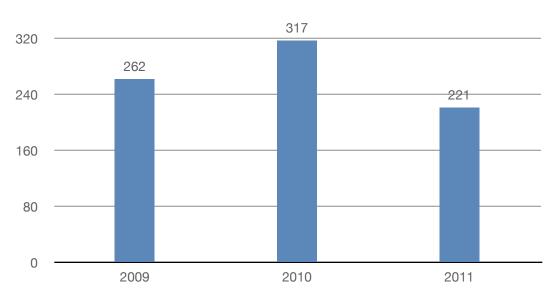


SWAT INCIDENT INVOLVING A PERSON WITH MENTAL ILLNESS

(by year)

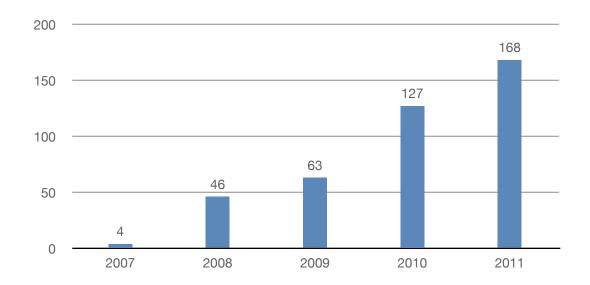


WEAPONS INVOLVED

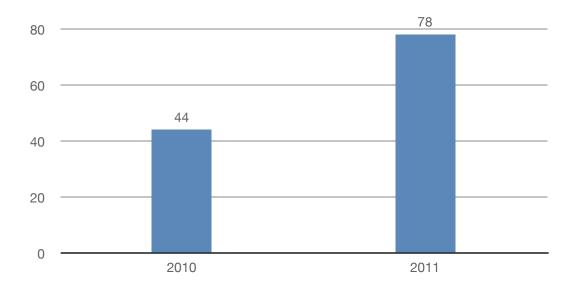


MILITARY VETERANS

(by year)

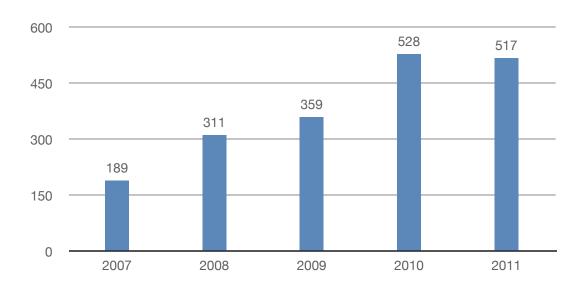


POST-TRAUMATIC STRESS DISORDER

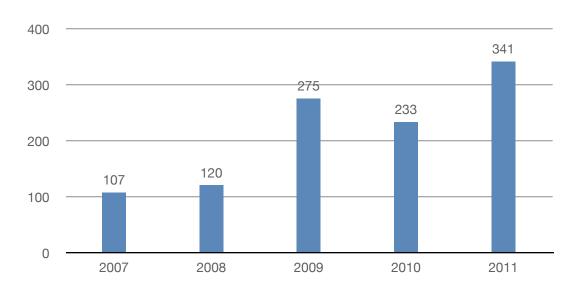


HOMELESS

(by year)

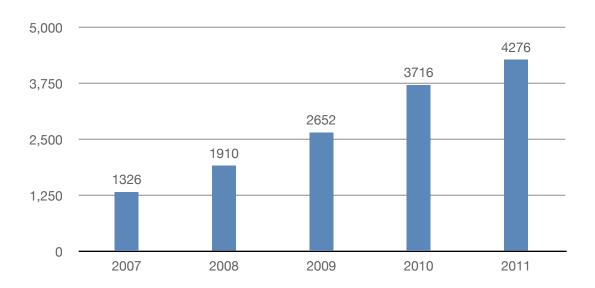


INCIDENTS INVOLVING PERSONAL CARE FACILITIES

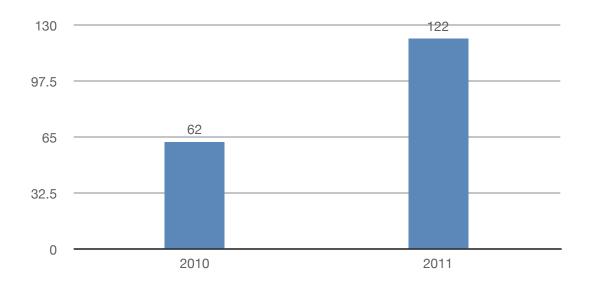


SUICIDAL

(by year)

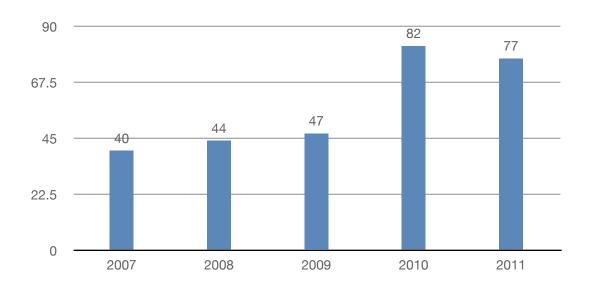


COMPLETED SUICIDES

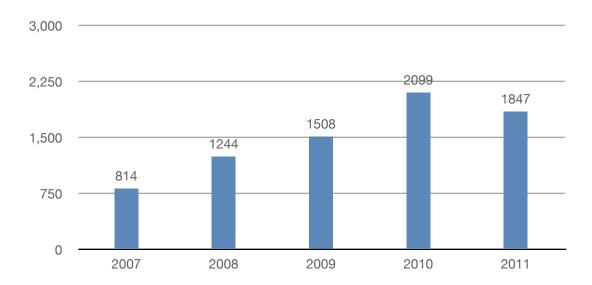


PEOPLE REQUESTING SUICIDE BY COP

(by year)

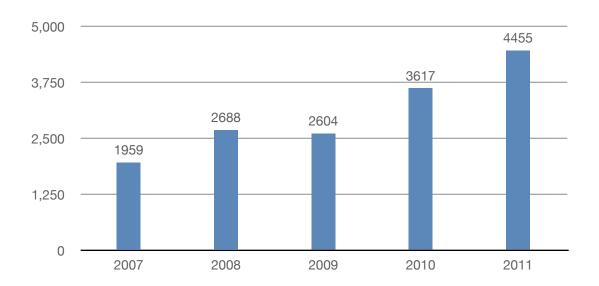


JAIL DIVERSION

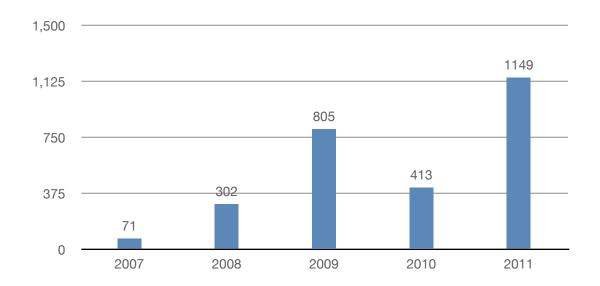


ADMITTED TO NPC

(by year)



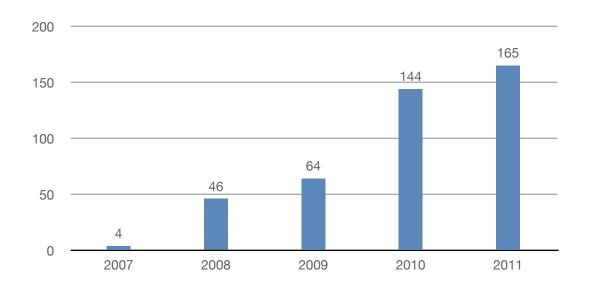
ADMITTED TO BEN TAUB HOSPITAL



MHUSTATISTICS

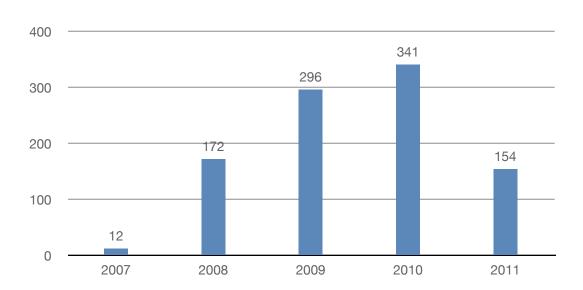
ADMITTED TO VA HOSPITAL

(by year)



ADMITTED TO OTHER FACILITIES/HOSPITALS

(by year)



COMMUNITYPARTNERS

"The Houston Police Department Mental Health Unit has been a valuable partner in our efforts at the NPC to de-criminalize the mentally ill and to prevent unnecessary incarceration of patients in need of mental health treatment."



Dr. Daryl Knox Medical Director NeuroPsychiatric Center





Homeless Outreach Team (HOT) A department first

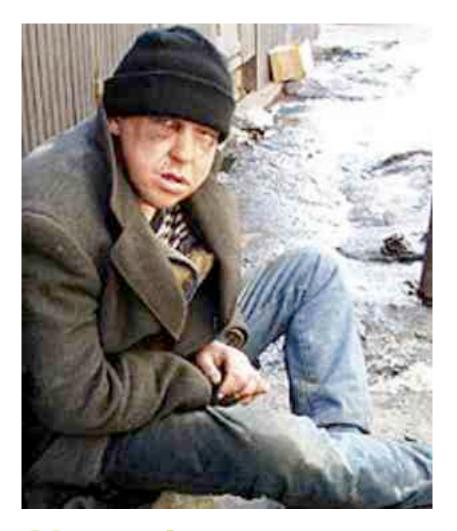
HOT gives the department access to an important segment of society.

Houston's Homeless Outreach Team (HOT) was officially started as a pilot program in January 2011. The idea was suggested by the Coalition for the Homeless during a downtown security meeting in May 2010. The department agreed with the concept and allowed Sergeant Stephen Wick to attend the Problem Oriented Policing Conference in Arlington, Texas, where Colorado Springs was presenting on its Homeless Outreach Team. Colorado Springs' program won the prestigious Goldstein Award at that conference. Sergeant Wick was invited by Colorado Springs to attend training with them in October

2010. The training was invaluable in helping Sergeant Wick implement Houston's program.

Houston's HOT is comprised of Sergeant Wick, Senior Officer Jaime Giraldo, and Officer Janice Terry. HOT works with several organizations, including the following: SEARCH Homeless Services, Lord of the Streets, Bread of Life, Palmer Way Station, Star of Hope, Salvation Army, Beacon, Healthcare for the Homeless, US Vets, DeGeorge Veterans Housing, Main Street Ministries, Goodwill, MHMRA, and others. HOT helps the homeless obtain social security cards, passports, birth certificates, shelter referrals, medical equipment, housing, jobs and more. They also enforce city ordinances and work with investigative divisions helping them solve crimes committed by the homeless.

HOT is a unique and much-needed program that is literally saving lives. It is also an important law enforcement function and an invaluable asset in the investigation of crimes committed against the homeless.



MISSION STATEMENT

To improve the lives of homeless

Houstonians and to reduce their

numbers by helping them overcome

the barriers that keep them homeless.

Homelessness Houston Statistics

- Houston has the largest homeless population in Texas and the 8th largest in the nation
- More than 40,000 people experience homelessness in Houston annually
- Over 13,500 people are homeless in our community at any point in time
- Over 11,000 students attending schools in Harris County were homeless during the 2010-2011 school year

- Mayor Annise Parker In email titled "Please Help with the 2012 Homeless Count"

Team Statistics2011

			the number of citizen contacts
/ '	U	U	the number of citizen contacts

Provider contacts 498

125 the number of calls-for-service

Transports (non-arrest) 202

83 the number of people housed

Times worked with investigative divisions 37

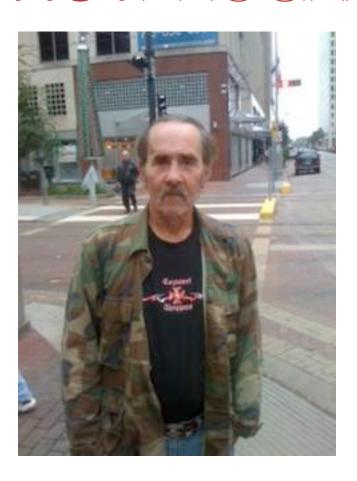
47 times worked with outside agencies

Number of felony arrests 7

8 the number of emergency detention orders

Number of Texas IDs obtained 7

Number of Greyhound bus tickets purchased 6

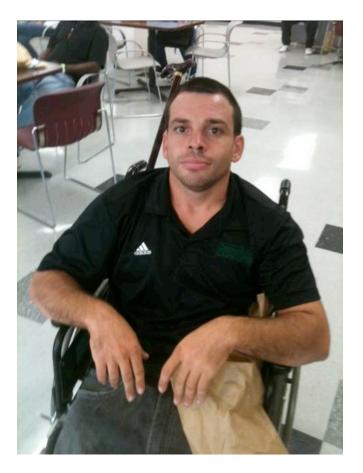




Making a Difference Success Stories

Odean is a Vietnam veteran who used to be a heavy drinker. He lived on the streets for over 10 years. Sergeant Wick attempted to put him in contact with U.S. Vets, an organization that helps veterans, but they were not able to provide him permanent housing. Odean developed Chronic Obstructive Pulmonary Disease (COPD) and camp life was proving difficult and life threatening. Sergeant Wick brought him to De George at Union Station, another organization that helps homeless veterans, and helped Odean fill out an application for housing and helped him obtain his birth certificate. A vacancy became available and Odean had housing for the first time in over 10 years.

John could not walk and was confined to a wheelchair when he showed up in the 300 block of Milam. The weather was hot and humid. John did not have any identification, family or place to go. He was polite and rational but refused all offers of help. He never left his wheelchair so he urinated and defecated in it. HOT consulted with medical personnel at Ben Taub Hospital who believed John had dementia and had possibly had a stroke. HOT brought John into Ben Taub on an emergency detention order where he spent several weeks recovering. John was appointed a guardian while in Ben Taub, qualified for social security benefits and is currently living in a personal care facility.





Making a Difference Success Stories

Shaun was living on the streets of Houston after arriving on a bus from California. He walked with a cane and had very limited mobility. Shaun was very child-like, in addition to having mental health issues. He had no identification and no visible means of support. The team found help for Shaun through the Star of Hope and PATH. He received his first wheelchair, obtained identification and was provided with housing.

Rodney was living on the loading dock in the 1700 block of Ruiz and later in a camp on Buffalo Bayou. Rodney suffers from Tourette's Syndrome and wanted to work but had no identification. The team helped Rodney obtain identification and a bicycle which allowed him to get his first job in years. The job made it possible for him to get an apartment, which the team helped him obtain. Rodney has been successfully employed at ABM Janitorial Services for six months, is up for a raise and is ecstatic about having his own apartment.





Making a Difference Success Stories

Alan was living under the Main Street Bridge at Allen's Landing when the team first met him. The temperature was below freezing. Alan suspected he had cancer due to his severe medical problems and physical discomfort. The team was able to get him to a doctor. Unfortunately, Alan's suspicions were confirmed; he was diagnosed with three types of cancer: colon, kidney and liver. The team arranged housing and medical treatment for Alan. He lived for six months in relative comfort in the first apartment he had in years, allowing him to die with dignity rather than alone, under the bridge.

A Valuable Crime-Fighting Asset

"Through the course of this investigation [the brutal murder of a homeless man], Sergeant Wick, Senior Officer Giraldo and Senior Officer Hickey tirelessly made themselves available to assist us. Their knowledge and contact with the homeless community was a vital part in identifying and locating several witnesses and the suspects in this case. All the officers listed in this letter are a credit to the Houston Police Department. Their professionalism and dedication makes me proud to be associated with this great organization."

C. D. Howard, Sergeant Houston Police Department Homicide Division





"I would like to thank you and members of your team for assistance in locating an extremely important witness in a Capitol Murder recently tried in the 263rd District Court. The witness had testified previously in a co-defendants trial but several months had passed before the next trial began. I checked the last location Patterson was staying and was informed he was back out on the streets. I contacted you and within a couple of days you had located him and had him contact our office. This was a significant witness in this trial and your prompt response to my call for assistance was outstanding. You and your team perform a valuable service to the criminal justice community."

Woody Woodruff
Lt. Investigator
Harris County District Attorney's Office

COMMUNITYPARTNERS

"The Mental Health Unit of the Houston Police Department provides crisis intervention and community-based services for the mentally ill. Their nationally recognized programs support cost-effective diversion of offenders from jail into community sponsored treatment and supervision programs. With outreach team support that includes members of the local mental health profession and trained mental health law enforcement officers, this specialized unit continues to provide intervention services, identify chronic consumers and assist with linkage to appropriate mental health services. We support their commitment to ensure a safer community."



PAT LYKOS
HARRIS COUNTY DISTRICT ATTORNEY





TrainingDepartment of Justice Learning Site

Houston was
one of the
most active of
the six learning
sites, training
176 personnel
from 43 nonHPD agencies.

Houston was one of six police departments nationwide to be selected as a learning site for specialized policing responses for responding to the mentally ill. As a learning site, Houston provides information on its multi-faceted strategies for responding to individuals in serious mental health crises, hosts visitors from across the nation, and trains law enforcement and mental health personnel from across the state and nation.

The other law enforcement agencies to receive this prestigious honor are the Los Angeles (CA) Police Department, Madison (WI)

Police Department, Portland (ME) Police Department, Salt Lake City (UT) Police Department and the University of Florida Police Department.

These six agencies are considered by the Department of Justice (DOJ) as the leaders in specialized policing responses for the mentally ill. The agencies are diverse in size, demographics and programs for responding to the mentally ill. This was intentional. The DOJ realizes different departments and communities have different needs and that one approach is not sufficient to meet the

different needs of law enforcement agencies across the nation.

Houston was officially named a learning site in January 2011. During the year, Houston has been one of the busiest of the six learning sites. Houston has hosted site visits: Durham (NC) and Denver (CO) police departments. Most of Houston's activity, however, has been in the form of training. Houston has trained 176 personnel from 41 non-HPD agencies. Additionally, Houston responded to 113 requests for information/training materials.

Site Visits



(Left) Members of the Durham (NC) Police Department visited Houston in April to study the department's innovative programs for responding to individuals in serious mental health crises. Based on what they learned in Houston, the visitors returned to Durham with plans to develop a database, develop more proactive programs, and plans to collaborate more closely with their mental health partners and local universities. Pictured are (left to right): Assistant Chief J. H. Chen, West Patrol Command; Executive Assistant Chief K. A. Munden, Field Operations; Investigator William Fleeman, Durham Police Department; Ms. Alanna Jones, Clinical Case Manager for the Durham County Criminal Justice Resource Center partnering with the Durham Police Department CIT program; Corporal Mark Morais, Durham Police Department; Senior Officer Frank Webb and Officer Rebecca Skillern, Mental Health Unit; Assistant Chief M. D. Slinkard, Forensics Services Command.

(Right) Members of the Denver (CO) Police Department visited Houston in August to study the department's innovative programs for responding to individuals in serious mental health crises. What impressed the visitors from Denver the most was the collaboration Houston has with its mental health partners, the strong community relations and community support for Houston's programs, our CIRT program and our database. Pictured are (left to right): Officer Rebecca Skillern, Houston Police Department, Mental Health Unit; Officer Susan Gann, Denver Police Department Mental Health Unit: Executive Assistant Chief T. N. Oettmeier, Houston Police Department, Support Operations; Sergeant Betty Hale, Denver Police Department Mental Health Unit; Senior Officer Frank Webb, Houston Police Department, Mental Health Unit.



State Training



San Marcos - June 2011



Sonora - July 2011



NEW BRAUNFELS - OCTOBER 2011



LAREDO - NOVEMBER 2011

"The Houston Police Department was chosen by the Council of State Governments Justice Center to serve as one of six learning sites for the Law Enforcement/Mental Health Learning Sites project in 2010. The Houston Police Department has been able to provide technical assistance to over 500 law enforcement and mental health professionals and have fielded over 150 requests for technical assistance. The knowledge and experience of Houston's Mental Health Unit is invaluable to the field and to improving the police response to persons with mental illnesses."



BLAKE NORTON
PROJECT DIRECTOR
LAW ENFORCEMENT INITIATIVES
COUNCIL OF STATE GOVERNMENTS



(Left) The Department of Justice invited representatives from three of the six learning sites to Washington, D.C., for two days of meetings with congressional leaders. The law enforcement representatives discussed the vital and growing issue of law enforcement response to the mentally ill. Specifically, the law enforcement representatives discussed response strategies for interacting with individuals in serious mental health crises, training for law enforcement personnel and the importance of diverting, when appropriate, individuals with serious mental illness from the criminal justice system into the mental health system. Pictured (left to right) are Lieutenant Kristen Roman, Madison (WI) Police Department; Congressman Dave Reichert, (R-WA); Officer Rebecca Skillern, Houston Police Department; and Officer Ron Bruno, Salt Lake City (UT) Police Department.



Collaborative Approaches to Public Safety

November 28, 2011

Officer Rebecca Skillern Houston Police Department Mental Health Unit- Training Section 17000 Aldine Westsfield Rd. Houston, TX 77073

Dear Officer Skillern:

On behalf of the Council of State Governments Justice Center, thank you for traveling to Washington D.C. to brief Members of Congress on the progress your department has made in identifying and responding to people with mental illnesses.

As you know, law enforcement must play a central role in the criminal justice system's response to people with mental illnesses. It is critical that Congress hears from law enforcement professionals and is made aware of the crucial role that law enforcement officers must play when people with mental illnesses interact with the criminal justice system.

Your dedicated efforts have built the Houston Police Department into one of six national law enforcement mental health learning sites, offering a model to law enforcement departments around the country. In this capacity, the knowledge and experience that you brought to Washington provided legislators and key staff with a better understanding of how when local law enforcement invest in specialized responses to responding to persons with mental illness, these strategies that create safer outcomes for law enforcement and the people they come in contact with who are in crisis.

The work being done in Houston is an excellent demonstration of what law enforcement-based interventions can accomplish. Jurisdictions across the county are implementing strategies to improve the outcomes of these encounters, including training and tools that can provide a response that prioritizes treatment over incarceration when appropriate.

Again, thank you for your assistance. We look forward to continuing to work with you to share the innovations the Houston Police Department has made in this field.

Sincerely.

Jessica Nickel

CSG Government Affairs

Learning Site Activity 2011

Site visits	2	
Requests for information (videos, SOPs, policies, training materials)	113	
40-hour classes	5	
Agencies trained	41	
Personnel trained (non-HPD)		176

Agencies Trained 2011

- Austin Community College Police Dept.
- Bastrop County Sheriff's Office
- Bexar County Precinct 4
- Border Region Behavioral Health Center
- Burelson County Sheriff's Office
- Caldwell Police Department
- Comal County Sheriff's Office
- Comal Juvenile Probation
- Conroe ISD Police Department
- Conroe Juvenile Probation
- Conroe Police Department
- Duvall County District Attorney
- Galveston County Sheriff's Office
- Goliad County Sheriff's Office
- Harris County Constable Precinct 3
- Harris County Precinct 6
- Harris County Sheriff's Office
- Hedwig Village Police Department
- Houston Metropolitan Police Department
- Impact America
- Laredo Police Department

- League City Police Department
- Montgomery County Police Deptartment
- New Braunfels Police Department
- New Caney ISD Police Department
- Oakridge North Police Department
- Onalaska Police Department
- Rice University Police Department
- Rio Grande City Police Department
- Seguin Police Department
- Shenandoah Police Department
- Sonora Police Department
- Sutton County Sheriff's Office
- Texas A&M International University Police Department
- Texas Department of Parks & Wildlife
- Texas Department of Public Safety
- Texas Office of Inspector General
- Texas State University Police Department
- Tom Green County Sheriff's Office
- University of Houston Police Department
- Webb County Constable's Office

Department Training Statistics 2011

Classes	# Classes Taught	# Hours Taught	# People Taught
Advanced CIT	25	200	1316
TCLEOSE Intermediate	27	216	414
40-hour Mental Health Peace Officer	3	120	103
40-hour CIT for Cadets	2	80	135
HEC Crisis Communications	3	48	41
Department Mandatory	11	44	1526
CIT for Jail Personnel	2	16	25
TOTAL	73	684	3560

New Classes Developed in 2011

Class	# of Hours	Audience
Advanced CIT	8	CIT Officers
Mandatory Decision Making/Integrity Class for Officers	4	All classified officers
Mandatory Decision Making/Integrity Class for Supervisors	2	Sergeants and above
Crisis Communications for Telecommunicators	16	Dispatchers/Call Takers

Video production team (left to right) Cheri
Pressley, Producer; Bill Balleza; Al Byers, engineer; Mariana Oyanguren, Supervisor;
Senior Officer

Frank Webb.



Documentary on PTSDRequested by agencies across the nation

The Training Unit coordinated the development of a video on posttraumatic stress disorder. The video was produced by Houston Television and narrated by Bill Balleza, anchor of KPRC Local 2 news.

The video/documentary was produced for use in two mandatory classes developed by the Training Unit: Decision Making & Integrity Class for officers and the same class for supervisors. The documentary has been received very favorably by the personnel attending the classes and is an integral part of this training.

Additionally, the video has been shown at two conferences: the International CIT Conference in Virginia Beach in September and the TCLEOSE Training Coordinators Conference in Dallas in November. The video was received very favorably at these conferences and, as a result, has been requested by law enforcement or mental health agencies across the state and nation. To date, 23 copies of the video have been mailed to agencies in Texas, eight copies to agencies in seven states across the nation, and one copy to Australia.

The Training Unit worked with representatives from the Michael E. De-Bakey VA Medical Center, City of Houston Office of Veterans Affairs, PTSD Foundation of America, and Houston Police Department Psychological Services to develop the video.

The documentary was very professionally produced and depicts two Houston police officers and one U. S. Marine, who has no affiliation with the Houston Police Department. All three have PTSD and each courageously tells his/her story with this emotional wound.

Mr. Balleza spent three years in the Marine Corps, joining in 1966. He shot expert in boot camp, went to sniper school, made sergeant and spent 13 months in Vietnam, where he served as a scout/sniper. Mr. Balleza is very supportive of the military and the police department and volunteers to help military and law enforcement causes.

Working with
the HPOU to
provide mandatory training
to all classified
personnel regarding posttraumatic
stress disorder
and other mental illnesses.



HPOU works to change the culture of the department Breaking the stigma of mental illness

The Training Unit collaborated with the Houston Police Officers' Union (HPOU) during the summer of 2011 to develop mandatory training for all classified officers during the 2011/2012 training year. The training is the result of the following concerns by the HPOU:

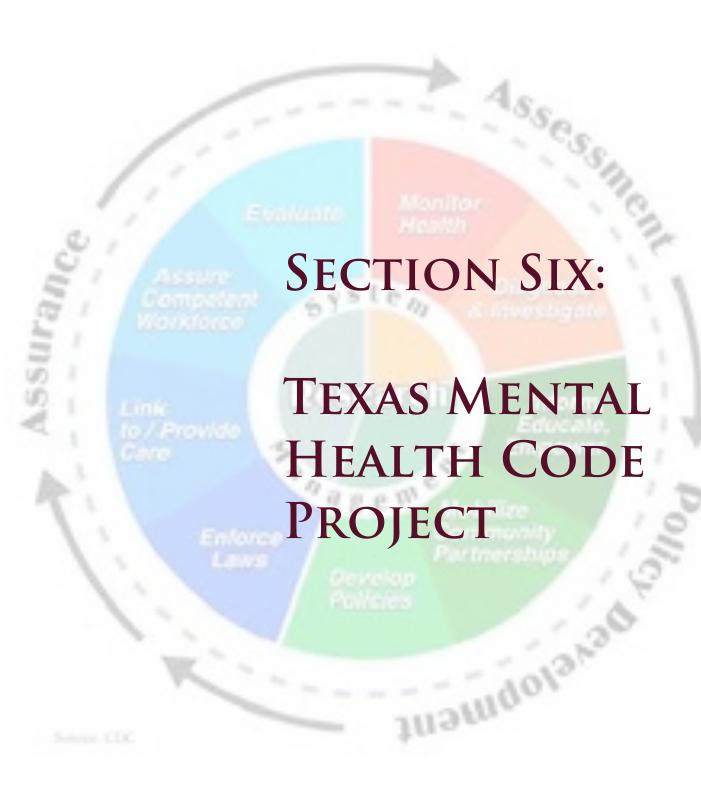
- HPD officers returning from deployment in Iraq and Afghanistan who may have problems with PTSD due to their combat experiences;
- HPD officers who may have problems with PTSD because of experiences on the job;
- Supervisors who do not appropriately address PTSD or other mental health problems in officers under their supervision;

 The high number of veterans returning from Iraq and Afghanistan with PTSD and other mental health problems.

Many officers in the department with PTSD or other mental health problems are reluctant to come forward because of the stigma against mental illness. Instead, there have been cases where officers self-medicated with alcohol which led to the loss of their careers and problems with their families.

The HPOU wants to break this stigma by openly and honestly addressing this issue for the first time in our department. The messages being sent through these classes - one for all officers, another for all supervisors - are the following:

- PTSD is a wound. Like a physical wound, left untreated it will fester and get infected. Treated, it will heal.
- Officers can have productive, successful and satisfying careers if they
 treat their PTSD or other mental
 health problem; left untreated, these
 illnesses can ruin a career and a family.
- Supervisors need to be supportive of officers under their supervision with PTSD or other mental health issues.
 Do not make fun of or light of the situation. Utilize the resources in the department.
- If responding to veterans on the streets with PTSD, try to get them the help they need.



CODEPROJECT

Lieutenant Mike
Lee, manager
of the Houston
Police Department's Mental
Health Unit,
called a statewide meeting to
talk about the
much-needed
re-write of the
Texas Mental
Health Code.





Mental Health Code Project A much-needed re-write of the code

The current Texas Mental Health Code was written in 1985 and is in need of a complete re-write. The issues facing law enforcement today regarding the mentally ill were not issues in 1985 and thus are not addressed in the current Code.

Lieutenant Mike Lee and Senior Officer Frank Webb have advocated for a re-write for several years. Finally, there is a committee undertaking this task.

The Hogg Foundation for Mental Health and Texas Appleseed are funding the Mental Health Code Project. Dr. Susan Stone, a psychiatrist and attorney, is serving as the committee chair. Dr. Stone helped develop and implement Houston's CIT Program and is active nationally on various issues regarding law enforcement and the mentally ill. As such, she is uniquely suited for this position.

Lieutenant Lee worked with Dr. Stone to bring law enforcement personnel from across the state to voice their concerns regarding the Code. The meeting was held in Austin on April 19, 2011. Representatives from several law enforcement agencies attended, including the following police departments: Austin, Austin Com-

munity College, Bay City, Dallas, Kerrville, Sonora, Texarkana, Texas State University, and Trinity University. Additionally, the Harris County and Travis County Sheriffs' Offices attended.

Some of the issues voiced by the attendees included the following:

- medical clearance
- civil liability of officers
- duty to transport
- a lack of procedural consistency across the state
- long transports of consumers
- long hospital waits for officers
- confiscation of firearms



STATEOIT

Houston, the model law enforcement agency in Texas regarding the mentally ill, is leading the effort to start a state CIT organization.



Texas CIT organization Houston is spearheading the effort

Several states across the nation have CIT organizations. Houston, looked at as the model law enforcement agency in the state regarding specialized responses for responding to the mentally ill, is leading the effort to start a state CIT organization in Texas.

The first meeting was held in Austin in November 2011. The following items were voted on:

 A goal to hold the first Texas CIT Conference during the NAMI Texas Conference the first weekend of November 2012 in Austin;

- A second goal to provide consistent, professional CIT training to the rural law enforcement agencies and correctional facilities across the state;
- The committee agreed to look at the structure of the Texas Association of Hostage Negotiators and the Council of Governments as a way to structure the organization;
- Officer Rebecca Skillern, of Houston's Mental Health Training Unit, was unanimously voted in as Chair;
- The formation of the following committees: membership, technology, training and governance.

A second meeting is scheduled for February in Dallas.



FIREARMS

A new policy

addressing the

important issue

of firearms pos-

session by indi-

viduals who are

seriously men-

tally ill and dan-

gerous.



Confiscation of Firearms MHU addresses volatile issue

The Mental Health Unit has addressed an important issue that, until now, has not been addressed in our department. This is the issue of individuals in serious mental health crises, who are a danger to themselves or others, have committed no crime, but are in possession of a firearm. This is a problem because the person is dangerous and often released from the mental health facility he/she is taken to within hours, only to return to his residence and his firearm.

The Mental Health Unit addressed this issue by drafting a

circular for Chief McClelland directing officers to confiscate firearms in these situations. This removes the immediate threat. Unfortunately, due to a lack of legislation, the firearms may be returned to the individual. The MHU is attempting to work with legislators to address the issue of returning these weapons, especially if the person has a history of mental illness and dangerousness.

Another problem associated with this issue is that unless a person is involuntarily committed to a mental health facility, he cannot be placed on the National Instant Criminal Background Check System, or NICS, which is a list of people who are not allowed to own, purchase or possess firearms. Many consumers who should be on the NICS list don't get put on it because they are allowed to voluntarily sign in when they are taken to a mental health facility. Thus they are not eligible to be placed on NICS even though they meet the dangerousness criteria.

Circular Houston Police Department

Received in INSPECTIONS DIVISION

Dato: 01-10 - 20// 184 BA

Junuary 7, 2DI1

NO. 11-0107-004

5UBJECT: CONFISCATION OF FIREARMS FROM PERSONS IN A MENTAL HEALTH CRISIS

It has recently come to the attention of the Mental Health Unit that there is confusion regarding the proper handling of firearms recovered from consumers in crisis. Generally, these weapons should be tagged, rather than left in the possession of the consumer. The following guidelines serve to clarify the proper procedures for tagging weapons found in the possession of individuals who are taken into custody for an Emergency Detention Order.

No Criminal Charges

Officers shall confiscate firearms found on or about the person of individuals who are being taken into custody for an Emergency Detention Order (EDO), i.e., the person poses a substantial risk of serious harm to self or others due to his/her mental illness. Officers will tag the firearm(s) into the Property Room for "Investigation" purposes. Authority to tag the firearm(s) will be obtained from the Mental Health Unit, Monday through Friday, 8 a.m. to 4 p.m., 713-970-4664. Officers will contact the Homicide Division for authorization after hours and on weekends.

Criminal Charges

Officers who retrieve firearms from individuals, who are both in mental health crises and are being filed on criminally, will obtain authorization to tag the firearm(s) from the division accepting the hold on the criminal charge.

Offense Reports

As a reminder, officers shall make an offense report on all individuals transported for an EDO. If the individual has a Concealed Handgun License (CHL) or is a licensed commissioned security guard, document these facts in the offense report. Include the CHL license number and name of the security company when this information is known.

Chief of Police

cam: mai

Originating Party: M. A. Lee, Lieutenam Mental Boalth Unit COP #11-38422

FIREARMS

- Mental Health Unit investigates and disposes of firearms and other weapons confiscated by patrol and CIRT officers for mental health reasons
- MHU investigated 83 cases in 2011
- Number of cases expected to increase in 2012
- MHU working to amend the Texas Health Code to include information on this issue
- MHU works with ATF, FBI and the Harris County Probate Court in the disposition of these cases
- Working with the Texas Legislature to address the issue of the return of firearms to individuals with a history of serious mental illness and dangerousness



CCSIPROGRAM

(Left to right) Jon Shields, psychiatric technician; Officer Lawrence Pate; and Chelsea Ford, case manager. Together, they work to help keep the most chronic mentally ill consumers out of crisis.



Chronic Consumer Stabilization A unique pro-active program

The Chronic Consumer Stabilization Initiative (CCSI) is an innovative, proactive, collaborative community policing program partnering the Houston Police Department with the Mental Health Mental Retardation Authority of Harris County. Together, the agencies work to keep individuals with serious and persistent mental illness from continually going into crisis.

Since its inception, the program has maintained the following impressive results on the consumers placed in the program:

- An overall 47% reduction in the number of encounters with the Houston Police Department.
- An overall 47% reduction in the number of Emergency Detention Orders issued for these consumers.

The following program improvement were made in 2011:

 The program received a \$25,000 grant from the Simmons Foundation. This grant enabled the program to hire a part-time psychiatric technician resulting in the addition of 10 consumers to the program's caseload and giving the case managers for time to work with their clients.

- Allowing the participants to be actively involved in their treatment plan.
- This program received the 2010 Community Policing Award from the International Association of Chiefs of Police.

CCSIPROGRAM

Example of CCSI Intervention

PERSONAL INFORMATION

Name: John

Age: 53

Diagnosis: Schizophrenia

PRIOR TO CCSI INTERVENTION

of psychiatric hospitalizations: 17
of police contacts: 23
of incarcerations: 5

Behavior: violent; non-compliant with

medications

Living conditions: homeless

AFTER ONE YEAR IN CCSI PROGRAM

of psychiatric hospitalizations: 1
of police contacts: 1
of incarcerations: 0

Behavior: stabilized, calm, pleasant, wants

to find employment

Living conditions: living in a personal care home,

learning daily life skills



Before CCSI Intervention



After CCSI Intervention



PRESENTATIONS

International Crisis Intervention Team 2011 Conference Virginia Beach, Virginia - September 12-14, 2011



LEFT (standing left to right) Lieutenant Robert Henry, of the Harris County Sheriff's Office Mental Health Unit and Lieutenant Mike Lee, manager of Houston's Mental Health Unit, gave a workshop titled "Corrections and CIT." Jails and prisons have become the new asylums of the 21st century with over 500,000 mentally ill in the prison system nationally and only 50,000 in state mental hospitals. The Harris County Jail is the third largest jail system in the nation and the largest mental health institution in Texas, with an average of 2,400 inmates on psychotropic medications on any given day. The Harris County Jail has a model program for treating the mentally ill in the jail.

RIGHT Senior Officer Frank Webb gave two presentations: "CIT Media: Websites, Newsletters, Brochures and More" and "Critical Incident Response to Today's Returning Veterans." In the first presentation, Officer Webb showed the attendee's the Department's CIT Website via the internet and passed out copies of the Mental Health Unit's newsletter and brochures. Officer Webb taught the second workshop with an Iraq war veteran, Mr. Jeremy Williams. The focus of the class was Posttraumatic Stress Disorder (PTSD). Mr. Williams is a retired marine who suffers from PTSD due to his three deployments to Iraq.





ABOVE (left to right) Officer Rebecca Skillern, Houston Police Department; Jeanne Miller, Alcohol, Tobacco and Firearms; and Sergeant Marco Loera, Houston Police Department. The panel discussed the challenges faced in Houston and throughout the country in dealing with people in serious mental health crises who also possess a firearm. Case studies were presented along with an explanation of the federal prohibitors for purchasing firearms.



ABOVE Mr. Jack Callahan received the International Crisis Intervention Team 2011 Consumer of the Year Award. Jack has been working with the Houston Police Department since 1994 giving his consumer presentation during Houston's CIT classes. Jack goes across the state giving his presentation and advocating for individuals with mental illness. His presentation does more to change officers' attitudes toward mental illness than any other module in the class.



AWARDSETC

- Winner of the 2010 IACP Community Policing Award
- Selected as Department of Justice Specialized Policing Response National Learning Site
- Finalist for the Herman Goldstein Award for Excellence in Problem-Oriented Policing
- Featured in Houston Chronicle
- Featured in Houston Press
- Featured in Stars and Stripes
- Featured in Texas Monthly Magazine
- Featured on Public Broadcasting Service
- Featured on KRIV-TV
- Featured on KPRC-TV
- Featured on KHOU-TV
- Featured on National Public Radio



Goals for 2012

- Pursue legislation in the 83rd Session of the Texas Legislature to address the confiscation of weapons from individuals in mental health crises
- Pursue a revision of the Texas Mental Health Code in the 83rd Session of the Texas Legislature
- City Council approval of a city ordinance to regulate boarding home facilities housing persons with mental illness
- Continue to expand CIT training department-wide
- Revision and approval of General Order 500-12
- Increase the percentage of CIT calls with a CIT officer on the scene to over 50%

Long-Term Goals

- Development of a sobering facility
- Opening of a second NPC facility
- Continue to expand CIRT
- Development of a Peer Support Program